May 21, 2019

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA/NORTH DAKOTA/SOUTH DAKOTA
BISMARCK AREA – BRICKLAYERS

This is to advise you that the new working agreement calls for a $1.00 increase per hour on May 6, 2019. Please inform your bookkeeping department of the following rates.

The total wage rate effective May 6, 2019 for members of Bricklayers and Allied Craftworkers will be as follows:

<table>
<thead>
<tr>
<th>WAGES</th>
<th>IU &amp; PPA</th>
<th>LOCAL PENSION</th>
<th>VAC.</th>
<th>DUES</th>
<th>IMI</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>30.30</td>
<td>3.14</td>
<td>(1.50 + .90)</td>
<td>8.35</td>
<td>1.50</td>
<td>.94</td>
<td>47.10</td>
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</tbody>
</table>

Base Rate: $30.30
Vacation, Dues Check Off: $2.44
Taxable Amount: $32.74

FOREMAN’S RATE – Foreman shall receive an additional 10% per hour above the taxable rate - $3.27
HEIGHT PAY RATE – Any work over 50 feet in height shall be paid $1.00 per hour over scale. For each additional 50 feet of height $.50 per hour will be added to the hourly rate
PER DIEM – 35-50 miles from home will be $31.00, 50-90 miles from home will be $46.00, and over 90 miles from home will receive $20.00 per night plus hotel and $71.00 for the last day of the work week. BAC Local 1 Members that are riding along in a company vehicle will receive ½ the subsistence, the driver will receive the full subsistence. Mileage is calculated from the Post Office of Employer’s hometown to the job. The towns of Bismarck, Minot or Dickinson nearest to the Employer’s main office will be considered their hometown.

Sincerely,

Douglas B. Schroeder
President/Secretary-Treasurer
Bricklayers & Allied Craftworkers
Local Union 1 Minnesota/North Dakota/South Dakota
Final Copy May 9, 2019